

Inside

Easter and Lent services
For a full listing of events in 104th Area Support Group chapels see page 16.



Focus on Gen. H.H. Arnold High School
Technology and the arts meld at Wiesbaden high school. See page 26.



Boxing in Baumholder
Ten fighters face off in Baumholder's open and novice competitions. See page 28 for a look at the action.



Herald Union



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Serving the military communities of the 104th Area Support Group

Feb. 15, 2005

Newsflash

Outstanding 1st AD cooks honored

Spc. Lars Landers, Service Battery, 4th Battalion, 27th Field Artillery Regiment, and Sgt. Anderson Tull, 16th Engineer Battalion, were named the 1st Armored Division's Food Service Specialist and Noncommissioned Officer of the Quarter respectively in a competition held at Wiesbaden Army Airfield Jan. 25. The board, conducted by food service NCOs from various 1st AD brigades, covered both general military knowledge and military food service know-how. The Soldiers advance to represent 1st AD at a V Corps competition. (*1st Armored Division Public Affairs*)

Herald Union named best in IMA-E

The *Herald Union* newspaper won top honors in the 2004 Keith L. Ware Journalism Competition held Jan. 26-28 and will go on to represent the Installation Management Agency-Europe in the Department of the Army level competition. Staff members and contributors also received several individual awards including: **Feature Article** — Karl Weisel second place, David Ruderman third and Cassandra Kardeke honorable mention; **Sports Article** — Weisel third; **Story Series** — Junel Jeffrey first, Ruderman third; **Contribution by a Contractor/Stringer (Writer)** — Capt. Erik Archer third; **Contribution by a Contractor/Stringer (Photographer)** — Midori VanBrunt second; **Moss-Holland Civilian Journalist of the Year** — Ruderman second and Alexandra Williams third; **Special Achievement in Print Media** — *Herald Union* second; **Command Information Plan** — Donna Dean first. First place winners advance to compete at the Army-wide KLV competition. (*IMA-E Public Affairs*)



Transforming base operations

IMA commander discusses restructuring, quality of life issues during visit

By David Ruderman
104th Area Support Group Public Affairs Office

Maj. Gen. Ronald L. Johnson, Installation Management Agency commander, toured Hanau Jan. 27 to brief and be briefed on the status of base operations.

It was a homecoming of sorts for the former 130th Engineer Brigade commander, who became the second IMA chief Aug. 9, but his mission this time is considerably broader—to transform the Army's base support operations worldwide.

"The Army was bold to stand this up in spite of the challenge facing the nation immediately after 9-11. It's that important," said Johnson.

He met with leaders of the 104th Area Support Group and its component base support battalions on the



Photo by Midori VanBrunt

Larry Bostick (left), Hanau Central Processing Facility manager, describes operations to Maj. Gen. Ronald L. Johnson, IMA commander, as Lt. Col. Amy Ehmann, 414 BSB commander, listens during Johnson's visit.

status of their installations and fielding of the Standard Garrison Organization. He was briefed on the status of the Total Maintenance Contract, administered by BoS GmbH to deliver repair and maintenance operations in Hanau, Giessen and Darmstadt, and spoke to an assembly of IMA's Hanau work force.

"We're going into really just our

third year of this. ... We're going full speed ahead. The chief of staff of the Army is insisting that Soldiers and their families have the same quality of life as the citizens they are sworn to defend.

Like any organization in its infancy, IMA has been experiencing growing pains, he said. The 181 installations for which he is responsible worldwide are being restruc-

tured into 92-95 garrisons that will deliver better quality of life services for Soldiers and their families.

"The Army is serious about IMA as the way to manage installations. It's one of two or three issues which the four-star generals and the chief of staff of the Army pause three or four times a year to examine.

"It's taken time to define our requirements, and we've done that. We've got to get some balance between funding the Global War on Terrorism and Soldier well-being. If you don't have standards it's difficult to lay out your requirements, to go to elected officials and say: We need this.

"Most people react to standards as something negative, but the Army is all about standards. We define standards for a PT test and we give Soldiers a scorecard. We'll find something similar when we figure out the definition of common support. It's about defining requirements."

Funding is one of IMA's critical issues and one of Johnson's

See Transforming base operations on page 4

German military support honored

By Karl Weisel
104th Area Support Group Public Affairs Office

They stood in the cold, in the rain, at night — ever vigilant — at installations throughout the 104th Area Support Group. Many were far from home serving people they didn't really get a chance to know, but that didn't stop them from doing their best to protect American families stationed in Germany while U.S. Soldiers deployed to fight the Global War on Terrorism.

Members of the Bundeswehr (German armed forces) were honored in a ceremony at the Community Activity Center on Hanau's Fliegerhorst Kaserne Jan. 28 for their

contributions to force protection efforts.

"This is an opportunity for us to say thank you for your great assistance and cooperation in providing a safe environment for our families and for our forces in which to fulfill our mission," said Col. Herman "Tracy" Williams III as he welcomed Bundeswehr members to the reception. "It is a great pleasure to welcome our allies who have supported us."

"You represent thousands of Bundeswehr troops who demonstrated the true friendship and camaraderie that German and American Soldiers enjoy," said Maj. Gen.

See Support on page 3

MP memorialized

Training center classroom named in honor of fallen Giessen Soldier

By David Ruderman
104th Area Support Group Public Affairs Office

A Giessen-based Military Policewoman killed in the line of duty in Baghdad will have a classroom of the MP training center at Fort Leonard Wood, Mo., named in her memory this year, said officials. Pfc. Rachel Bosveld of 527th MP Company was killed in a mortar attack on the Abu Ghraib Police Station Oct. 26, 2003.

"We own Stem Village, a training facility we use to train MPs, and I'm going to name a class-



Photo courtesy of Sgt. 1st Class David W. Gilchrist
Pfc. Rachel Bosveld eats an MRE in Baghdad in 2003.

room after her. That's what I've discussed with the brigade commander. It's the right thing to do," said Command Sgt. Maj. Dale Paff,

See MP memorialized on page 15

Commentary

State of the Union experience 'amazing'

**Commentary by
Staff Sgt. Norbert Lara**
Army News Service

It was an amazing experience to actually be in the Capitol during the president's State of the Union speech, seeing people I normally see on television.

It was surreal seeing the president, the vice president, Hillary Clinton. It was an honor just to be present, not just to see the president, but to meet the people sitting around me. They all had amazing stories to tell.

When we were seated, to my right was a teacher and principal from Texas, to my left was Safia Taleb al-Suhail, leader of the Iraqi Women's Political Council from Iraq and to the left of Safia was the first lady.

I had the chance to talk to Safia about what she had gone through — losing her father to Saddam's agents, living outside of Iraq and about returning to Iraq when Saddam fell. She couldn't thank me enough, for what we went through to bring her freedom.

I was injured June 18, 2004, in Ba Qubah, Iraq. My unit — 4th Platoon, 293rd Military Police Company — was doing a combat patrol. Our platoon is usually part of the 3rd Infantry Division, but we were attached at the time to 1st Infantry Division.

A rocket-propelled grenade was fired from somewhere in front of our vehicle, an up-armored Humvee. It penetrated the firewall of the vehicle and took my arm, and kept going through and took my lieutenant's arm too. And then it actually exploded.

I woke up in August.

When I woke up I was very depressed — until they took me down to the occupational therapy area and I saw people just like me.

The other thing I want to touch on is the therapists — the physical and occupational therapists at Walter Reed were able to get me from where I could sit up unassisted all the way to where, now, I can run.

I just had surgery again last week, on my shoulder where's there's extra bone.

I could have stayed on active duty. It absolutely was an option; the regimental commander and regimental sergeant major gave me full support. But I decided to work for Veterans Affairs. The VA said it would be possible for me to work in California, and

that's where my kids are. I've been away from them for 10 years, so it is time for me to be home and close to them and watch them grow up the rest of the way.

Three days ago a Walter Reed representative asked if I'd be interested in representing the Army at the State of the Union address. I immediately said yes and I spent the rest of the time prepping for it, getting my uniform ready, etc.

I always wanted to be in the military — from day one — not to be recognized, but just to serve my country. Being on the news, I was able to serve the military, hopefully not for the last time. I was able to tell people about the sacrifices we make — not only our Soldiers, but our families.

That was a great opportunity.

Did you know?

Keep people informed back home with a Hometown News Release

Mom, Dad, neighbors and school buddies back home in the United States want to know what you are doing over here in Europe. You have plenty of stories to tell — from news about promotions and awards to unique achievements.

Have you ever thought about submitting a hometown news release?

The Army and Air Force Hometown News Program provides a link between you and your home audience across the Atlantic.

The basic version of a "hometown" is a DD Form 2266 Formflow form. You fill in the address information of your next-of-kin ties and a two-line description of the event you wish to be reported, sign the form and get it to your local Public Affairs Office. If you need help, that is where you get it.

The PAO submits the form to the Hometown News service, where it is worked into a story and sent to the newspapers in the vicinity of the people and places you indicated on the form, choosing from nearly 11,000 daily and weekly newspapers in the United States. Your PAO will receive an electronic confirmation when the story has been released.

If you discover yourself, your unit or your family the subject of a *Herald Union* news or feature story you think someone in America should read, you can also turn to your PAO to get that story into the Hometown News program, electronically packaged with the accompanying photograph and your DD Form 2266. That way your readership back home will get a tailor-cut, colorful account of your present life and service overseas.

For more information call your PAO at mil 337-1600 in Wiesbaden, mil 485-1600 in Baumholder, mil 343-1600 in Giessen, mil 322-1600 in Hanau or mil 322-1400 in the 104th Area Support Group.

Help keep your children safe

Commentary by Lisa E. Stafford
American Forces Press Service

It's what every parent fears most — suddenly discovering his or her child is missing or has been abducted. And statistics still show that parents face this frightening reality more so everyday.

According to the Department of Justice the number of missing and abducted children cases are continuing to rise. In fact, a new case was reported every 40 seconds last year.

The FBI National Crime Information Center estimates parents reported about 850,000 children missing in 1997," said D'Ann Taflin, spokeswoman of the National Center for Missing and Exploited Children in Arlington, Va.

"The number of missing persons reported to law enforcement officials has increased nearly every year since Congress passed the Missing Children's Act in 1982," she said. While there was only a slight increase in the number of reported cases over the last two years, reported cases are up by 535 percent since 1982, Taflin said.

To help keep children safe the National Center for Missing and Exploited Children suggests parents take the following precautions and to teach their children to:

- ✦ Avoid talking to strangers.
- ✦ Not to go with anyone who tries to offer them money or candy, or asks for help in looking for a lost pet, for directions or help in finding an address.
- ✦ Memorize their full names, addresses, phone numbers and their parents' names.
- ✦ Get help from teachers, policemen, firefighters, store clerks and security guards, or find safe havens such as a library, a friend's house in the neighborhood or a church when they feel threatened.
- ✦ Never open the door to a stranger when left home alone and don't say they're alone when they answer the phone. Have them tell the caller instead that you're not available and ask if they can take a message?
- ✦ Scream "no" or "stop" and run away to a place where there are a lot of people if someone tries to grab them.
- ✦ Never take shortcuts through dark alleys or



deserted streets.

✦ Ask for your permission before accepting a neighbor's invitation to visit.

✦ Yell loudly for help if they are trapped in someone's car.

Parents should also know these helpful hints to help keep children safe:

- ✦ Play what-if role games. Rehearse situations and how to handle them.
- ✦ Create a secret family code word and tell children not to go with anyone who does not know the secret word.
- ✦ Don't display children's names in their clothes or on their book bags or lunch boxes.

The National Center for Missing and Exploited Children has assisted law enforcement authorities in 61,000 cases involving missing children and has helped reunite over 41,000 children with their families.

For more information visit the National Center for Missing and Exploited Children website at www.missingkids.com or the Department of Justice website at www.usdoj.gov.

"Most parents don't think about their children's potential risk for being abducted until it's too late," Taflin added. "Don't mistakenly think an abduction could never happen to you or your child."

Herald Union

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News flash

Professional development classes

The Civilian Human Resource Agency Europe offers the following centrally funded classes: Stress Management Workshop March 16 (for Army civilians); Crucial Conversations (for GS-12 or above, LNs or military equivalent) March 17-18; Establishing Performance Standards (for those who supervise Army civilians) March 5 and 22; Performance Interview (for those who supervise Army civilians) March 21 and 22; Counseling in Today's Workplace (for supervisors of Army civilians) March 23-24. Visit the CHRA website at www.chra.eur.army.mil and click on "Training and Development" and then "HRDD Courses in Europe" for more information.

New AAFES catalog

The Army and Air Force Exchange Service Spring/Summer 2005 Catalog is now available. Visit www.aafes.com for more information. (AAFES Public Affairs)

Enlistment bonuses

The U.S. Army Recruiting Command announced the expansion of its bonuses for applicants with more than 30 college semester hours to all of its military occupational specialties. Qualified applicants holding bachelors' degrees can now earn \$8,000 for enlisting, regardless of the MOS they choose. Associate or two-year degree holders can earn \$7,000. Qualified high school graduates with 60 or more college semester hours can qualify for a \$6,000 bonus, and those with 30-59 college semester hours can earn \$3,000 for joining the U.S. Army. Recruits may also be qualified for other cash enlistment incentives such as attending training quickly or selecting high-priority or high-demand job specialties. The maximum combination of cash bonuses for an enlistment of four or more years is \$20,000 and the maximum for a three year enlistment is \$10,000 for most of the Army's more than 150 entry level jobs and \$15,000 for some high priority jobs. The cash enlistment incentives may also be combined with either the Army's Loan Repayment Program or the Army College Fund, but not both. The Loan Repayment Program can repay up to \$65,000 in qualifying student loans, and the Army College Fund offers up to \$70,000 for higher education. Visit your local Army recruiter or the Recruiting Command home page at www.goarmy.com for more information. (U.S. Army Recruiting Command Release)

Avoid demonstrations

This month there has been a surge in registered/planned demonstrations that are anti U.S. policy in nature, according to the 104th Area Support Group Security Office. American Soldiers and civilians are advised to avoid these demonstrations in the case of any violent confrontations: Feb. 17 at 7 p.m. in Mainz around the cathedral, Feb. 21 at 5 p.m. by the American Embassy in Brussels, Feb. 22 at 5:30 p.m. in Berlin from Alexanderplatz to the U.S. Embassy, Feb. 22 at 5:30 p.m. in Frankfurt at the American Consulate on Siesmayer Strasse, Feb. 22 at 5 p.m. in Hamburg at Ida-Ehre-Platz, Feb. 22 at 5 p.m. in Mainz, Feb. 22 at 6 p.m. in Stuttgart near EUCOM Headquarters and Feb. 22 at 5:30 p.m. in the Wiesbaden pedestrian zone. (Courtesy of the 104th ASG DPTMS)

W-2s available online

The 2004 Wage and Tax Statement (W-2 Form) is now available online on the "myPay" webpage at <https://mypay.dfas.mil> to view, print or save. Prior year W-2s dating back to 2000 are also available. Soldiers who do not have a myPay Personal Identification Number may request one by clicking on the "New PIN" button on the bottom left side of the myPay homepage. (USAREUR Public Affairs)

Local National Liaison

New program provides employees with 'low-level' dispute mediation

By Karl Weisel

104th Area Support Group Public Affairs Office

Local national employees with workplace issues or disputes now have a new outlet to air their concerns.

The Local National Liaison Program, part of the Directorate of Human Support Services and grounded in Equal Employment Opportunity principles, is a pilot program launched in the 104th Area Support Group aimed at providing local national workers with a mediator with whom they can discuss workplace friction points such as communication problems, cultural differences and anything else that might be impacting their job performance or work environment.

"This should be a big benefit for the local national workforce," said Irene Thoene, acting Human Support Services assistant and liaison coordinator for the new program.

"I'm a trained mediator, a trained Prevention of Sexual Harassment instructor and an Equal Employment Opportunity counselor so I believe I am well trained and prepared to help."

"The reason we want to do this is to offer employees a place where they can come to present their concerns without being embarrassed or fearing reprisal. We will do our best to respect confidentiality and anonymity," Thoene said. Employees are welcome to visit the liaison coordinator to discuss employee-to-employee issues, problems arising from misunderstandings and communication difficulties, cultural differences and any other issues that might affect their



Local national liaison coordinator Irene Thoene

working lives. "The point is to try and resolve issues before they are raised to the Works Council or Management Employee Relations levels," she said. Examples of issues that might need addressing include employees who feel they are not treated fairly, asked to complete tasks they feel are outside of their job and general communication problems that might lead to misunderstandings or other comprehension issues.

"We thought it would be useful to have an office to address these issues at a very low level to resolve conflicts between supervisors and employees without swinging the big baseball stick," said Alwin Beiten, District Works Council vice chairman.

"Since our laws and programs on sexual harassment are a bit different than the U.S. standards, this office can deal with that too," Beiten said.

"It's an overall effort to improve communication. This office will have a function that goes a lot further than the usual EEO office," he said. "We hope the program will expand to solve all problems at a very low level."

"If it's a bigger issue, we will involve the Works Council, MER or whomever is necessary to resolve the problem and then follow up on any actions taken," added Thoene.

"Part of our efforts will also be to make supervisors more aware of their responsibilities in areas such as preventing sexual harassment. We will train them to better avoid conflict in the workplace," she said.

"We have a policy and the 104th ASG commander is committed to working with the employees and the supervisors to making this happen," said Thoene.

For more information about the new Local National Liaison Program visit the office in Building 1202 (ground floor) on Hanau's Yorkhof Kaserne or call Irene Thoene at mil 323-2431.

Support

Continued from page 1

Martin E. Dempsey, 1st Armored Division commander.

"You demonstrated real friendship to a friend in need. While U.S. forces in Germany were preparing to deploy in the Global War on Terrorism, the German armed forces came forward to protect our most precious asset — our families," said Dempsey.

"As we deployed, we emptied our caserns of Soldiers," he said. "Caserns emptied of Soldiers, with just the families of the Soldiers left behind, seemed liked big, fat easy targets for vengeful terrorists. ... Then you stepped forward. Here on Fliegerhorst Kaserne in Erlensee; on Yorkhof, Pioneer, Old Argonner and New Argonner Kasernes in Hanau; on Wiesbaden Army Airfield; on McCully Barracks in Wackernheim; on Anderson Barracks in Dexheim; on Giessen Depot and Ray Barracks in Friedberg; on Strassburg Kaserne and Smith Barracks in Baumholder — the Bundeswehr stepped forward to guard our facilities and protect our families."

Knowing the Bundeswehr were protecting families in Germany put Soldiers' minds at ease in Iraq, Dempsey said.

"The 1st Armored Division is proud of its accomplishments in Iraq," he said. "But we were only able to accomplish our mission there with the support of our families here."

"The Wehrbereichskommando II in Mainz and Verteidigungsbezirkskommando 42 in Trier, VBK 46 in Saarlouis and VBK 47 in Giessen carried out this mission flawlessly," said Dempsey.

"I know the strain this mission placed on the Bundeswehr," he said. "I know that thousands of Bundeswehr troops from across the entire Bundesrepublik served in this mission."



Photo by Karl Weisel

Col. Herman "Tracy" Williams III, 104th ASG commander, thanks Oberst Hans-Jürgen Folkerts, commander of VBK 47, for the Bundeswehr force protection support.

While the Bundeswehr contributed to the Global War on Terrorism in "a limited way" through their force protection efforts, said Oberst Hans-Jürgen Folkerts, commander of VBK 47, "we are closely linked with our American friends and stand side by side in this effort. ... Let me express my conviction that also in the future we will work together with the firm knowledge that we can rely on one another."

News and features

Warrant officers sought Army seeks candidates to fill specialties

By Sgt. 1st Class Tammy M. Jarrett
Army News Service

The Army is looking for candidates to fill some of its 45 different warrant officer specialties, including the new military occupational specialty 923A petroleum systems technician, authorized for Oct. 1.

With the Army's transformation of "units of actions" and retirement, the Army Recruiting Command expects to fill more than 1,200 warrant officer slots this year, said Chief Warrant Officer 3 Anthony L. Edwards.

"The need has always been there," said Edwards, who is the officer in charge of Headquarters, Army Recruiting Command, Fort Knox, Ky. "As the UAs increase, warrant officer slots increase."

Interested Soldiers serving in the enlisted feeder MOSs of 92F, 92L or 92W with a minimum of five years of experience may now apply for the 923A specialty, which will hold its first board in November.

There are also five warrant officer specialties now open to all MOSs, three being in the signal field, said Edwards. They are 153A rotary wing aviator, 250N network management technician, 251A information systems technician, 254A signal systems technician, and 882A mobility officer, which was authorized two years ago.

"If you already have a degree in the infor-

mation systems field (250N, 251A and 245A), you already have what they (warrant officer recruiters) are looking for, experience in the information systems world," Edwards said.

Edwards said they are looking for active-duty personnel, regardless of service, with five to 12 years of experience. If a person has more than 12 years, then "we can get a waiver," he said.

Interested candidates must be eligible for and meet the minimum qualifications of the warrant officer MOS they are applying for. Some candidates may also be able to request a prerequisite waiver.

However, Edwards said, there are five non-waiver criteria every candidate must meet before applying for the Warrant Officer Program. They are: ✓ Be a U.S. citizen or naturalized citizen; ✓ Have a general technical score of 110 or higher; ✓ Pass the standard three-event Army Physical Fitness Test and meet height/weight standards; ✓ Pass a physical for technicians or for aviators; ✓ Have a secret clearance (interim secret acceptable to apply).

The maximum age for applying for any of the warrant officer MOSs is 46, except for aviator, which is 29. Edwards said the maximum age for aviator will soon change to 32.

For more information visit the U.S. Army Recruiting Command website at www.usarec.army.mil/warrant.



Photo by Dennis Johnson

Cooks recognized for holiday efforts

While Hanau residents enjoyed Thanksgiving turkey, mashed potatoes, peas, Christmas ham and yams, others were hard at work in a hot kitchen preparing and serving tasty holiday dishes. These chefs often go unnoticed and under-appreciated, but not at Hanau's Pioneer Dining Facility. On Feb. 3 cooks were recognized at a cook appreciation ceremony held on the rear porch of the facility. Lt. Col. Jose Ramos, 565th Engineer Battalion commander presented two Army Commendation medals, seven Army Achievement Medals and 23 certificates of appreciation to Soldiers and civilian workers for their efforts during the holiday season. The 130th Engineer Brigade Headquarters and Headquarters Company and 55th Personnel Service Battalion share responsibility of managing the Pioneer DFAC. "These cooks did an outstanding job of preparing and serving our Thanksgiving and Christmas dinners. They really made an effort to make our dinners more like home, with holiday decorations on every table," said Capt. Sedrick Jackson, commander of the 130th Engineer Brigade HHC. Spc. Joanna Montoya, of the 320th Engineer Company, also was presented with the 565th Engineer Battalion Cook of the Quarter Award.

Transforming base operations

Continued from page 1

major headaches.

"I should have about \$8.1 billion to do this stuff, \$3.1 for the must-do. Today I have \$2.6 billion to do that. We don't have enough money to do what we've got to do. We're counting on new business processes, partnerships with our contractors and ideas from our mature work force and from our new people.

"Installations are more than a place where people live, work and play," said Johnson. "We need to think of them as warships with complex systems. If you don't maintain that warship, when you take it out to sea you're going to

be sorry."

The ongoing merger of the 104th ASG and the 414th BSB into the U.S. Army Garrison Hanau will require hands-on management by installation commanders and their staffs, said Johnson.

"I understand IMA and the direction it's going, and I embrace that," said Col. Herman "Tracy" Williams III, 104th ASG commander. "The central focus of all this is to take care of Soldiers and family members better. It's enhancing our readiness because it's freeing up the warfighters to focus on their missions. They know I'm taking care of their families and that I have their best interests in hand.

"We have not asked since World War II for this level of commitment from our Soldiers. And our part is to make the Army appealing to them and their families so we can attract and retain quality Soldiers. We need to become visionary and concerned leaders," he said.

"It's good to have General Johnson give us information straight from the top on merging the ASG and BSB into the garrison," said Richard Davis, 414th BSB executive officer. "There is a template on what the garrison should look like, and we're working off that template. We're still working the details."

In response to questions from IMA staffers, Johnson said some decisions initially made in standing up IMA will have to be revised, for instance the removal of headquarters companies and detachments from the structure. "We got that piece wrong. We need that for command and control. We need them, so stay tuned. I also believe in an organization that's experiencing turbulence that it's a good idea to slow your roll, but the Army has to tell us about that," he said.

Johnson said he could envision increased coordination between IMA and the Community and Family Support Center, but the two would remain separate entities.

He said about 140 IMA employees have volunteered for deployment in the Global War on Terrorism, and that practice would continue. "My challenge is, as long as I can get civilian volunteers, I'm OK. The problem has been that people get burned out. Then the question is how to incentivize their signing up. We've got to think through that."

He addressed the five-year rule that governs civilian employee tours overseas, noting it creates difficulties, especially in Korea, and that some change may have to be forthcoming.

"I believe it's still a rule and will remain, but based on the turbulence we're dealing with we're going to have to change that on a case-by-case basis." Commanders on the ground will have to make those decisions and not rely on IMA to serve as "an 8,000-mile screwdriver," he said. "What I would encourage you, if you think you should, is to try to ask for an exception."

Johnson reiterated that racial and gender discrimination are intolerable in IMA and must be dealt with whenever it surfaces. "You are leaders. If you see that problem, you own it. Everybody in this organization is a leader at one time or another. Sometimes you've got to take charge. Leaders solve problems."

Making tough decisions on paying for mandatory training with limited budgets also comes with the territory, said Johnson.

"We have to use 'Johnson's Rule' to decide who goes to training. If it's really not going to hurt to send that person to training — you picked the wrong person. I believe in democracy, but when it comes to training you have to tackle high payoff training first. You have to pick what's best for the organization," he said.



Photo by Midori VanBrunt

Maj. Gen. Ronald L. Johnson, IMA commander, answers questions during a Town Hall for 104th ASG and 414th BSB staff members.

International license useful overseas

By Cassandra Kardeke
*221st Base Support Battalion
Public Affairs Office*

Living in Europe can be a splendid experience with plenty of opportunity to travel and see the sights. But before blazing down the Autobahn make sure you have all the documentation you need in the event of an accident.

U.S. Army personnel, civilians

and eligible family members are issued a U.S. Army Europe certificate of license upon completion of their driver's test. The license, printed in English, is valid throughout the European countries; however, in some cases an international driving permit may smooth out any potential travel problems when driving.

"It is not a requirement to obtain an international driving permit, but

it is recommended for your own safety," said Magsudul Alam, driver testing instructor at Mainz-Kastel Vehicle Registration Office.

An international driving permit is not intended to replace a state-side or USAREUR license but to serve as a supplement to a valid license.

"It's good to have, especially if traveling in a country where English is not spoken at all. It basically is a translation of your USAREUR license into various languages in the event of an accident," said Alam. It is also important to remember that the permit is not valid in the country in which it was obtained.

To apply for a permit an application form can be picked up at the Wiesbaden Military Police Station or the Driver's Testing Station on Mainz-Kastel. Once the form is com-

pleted it must be certified at either location before being taken to the local Vehicle Licensing Office or Führerschein-stelle. To get to the Wiesbaden Licensing Office from Wiesbaden Army Airfield, take B-455 towards Wiesbaden, exit on to A-66 toward Rudesheim, exit on to A-643 toward Schierstein. Take the first exit off A-643 in the direction of Schierstein/ Appelallee and stay in the right hand lane. Turn right at the second light onto Rheingaustrasse then take the mandatory right turn onto Saarstrasse after the second light. A pizza delivery service will be on the right hand corner. After going under an overpass, turn left at the



first available turn. The Vehicle Licensing Office entrance is the second driveway on the right, adjacent to the TUH.

Be sure to bring your U.S. ID card, a passport-size photo and your USAREUR license. After paying a €13 fee at the Kasse the clerk will issue your international license.